

HOUSE BILL No. 1208

DIGEST OF INTRODUCED BILL

Citations Affected: IC 20-28-9-1.5.

Synopsis: Teacher salary scales. Makes changes to factors used to determine increases or increments in a local salary range. Removes an obsolete provision.

Effective: July 1, 2016.

Cook

January 7, 2016, read first time and referred to Committee on Education.



Second Regular Session of the 119th General Assembly (2016)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2015 Regular Session of the General Assembly.

HOUSE BILL No. 1208

A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 20-28-9-1.5, AS AMENDED BY P.L.213-2015,
2 SECTION 179, IS AMENDED TO READ AS FOLLOWS
3 [EFFECTIVE JULY 1, 2016]: Sec. 1.5. (a) This subsection governs
4 salary increases for a teacher employed by a school corporation.
5 Compensation attributable to additional degrees or graduate credits
6 earned before the effective date of a local compensation plan created
7 under this chapter before July 1, 2015, shall continue for school years
8 beginning after June 30, 2015. Compensation attributable to additional
9 degrees for which a teacher has started course work before July 1,
10 2011, and completed course work before September 2, 2014, shall also
11 continue for school years beginning after June 30, 2015. For school
12 years beginning after June 30, 2015, a school corporation may provide
13 a supplemental payment to a teacher in excess of the salary specified
14 in the school corporation's compensation plan if the teacher has earned
15 a master's degree from an accredited postsecondary educational
16 institution in a content area directly related to the subject matter of:
17 (1) a dual credit course; or



(2) another course;
 taught by the teacher. In addition, a supplemental payment may be made to an elementary school teacher who earns a master's degree in math or reading and literacy. A supplement provided under this subsection is not subject to collective bargaining, but a discussion of the supplement must be held. Such a supplement is in addition to any increase permitted under subsection (b).

(b) Increases or increments in a local salary range must be based upon a combination of the following factors:

(1) **For a compensation plan created before July 1, 2016**, a combination of the following factors taken together may account for not more than thirty-three percent (33%) of the calculation used to determine a teacher's increase or increment:

(A) The number of years of a teacher's experience.

(B) The attainment of either:

(i) additional content area degrees beyond the requirements for employment; or

(ii) additional content area degrees and credit hours beyond the requirements for employment, if required under an agreement bargained under IC 20-29.

(2) **For a compensation plan created after June 30, 2016**, the number of years of a teacher's experience. For teachers with:

(A) at least ten (10) years of teaching experience, the number of years of a teacher's experience may not account for more than thirty-three percent (33%) of the calculation used to determine a teacher's increase or increment; or

(B) less than ten (10) years of teaching experience, the number of years of a teacher's experience may not account for more than fifty-eight percent (58%) of the calculation used to determine a teacher's increase or increment.

(3) **For a compensation plan created after June 30, 2016**, the attainment of either:

(A) additional degrees beyond the requirements for employment with at least eighteen (18) hours in a content area currently taught by the teacher or a content area the teacher plans to teach upon receiving the degree; or

(B) additional degrees and credit hours beyond the requirements for employment with at least eighteen (18) hours in a content area currently taught by the teacher or a content area the teacher plans to teach upon receiving the degree, if required under an agreement bargained under IC 20-29.



(2) (4) The results of an evaluation conducted under IC 20-28-11.5.

(3) (5) The assignment of instructional leadership roles, including the responsibility for conducting evaluations under IC 20-28-11.5.

(4) (6) The academic needs of students in the school corporation.

(c) A teacher rated ineffective or improvement necessary under IC 20-28-11.5 may not receive any raise or increment for the following year if the teacher's employment contract is continued. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation of all teachers rated effective and highly effective based on the criteria in subsection (b).

(d) A teacher who does not receive a raise or increment under subsection (c) may file a request with the superintendent or superintendent's designee not later than five (5) days after receiving notice that the teacher received a rating of ineffective. The teacher is entitled to a private conference with the superintendent or superintendent's designee.

(e) The department shall publish a model compensation plan with a model salary range that a school corporation may adopt. ~~Before July 1, 2015, the department may modify the model compensation plan, as needed, to comply with subsection (f).~~

(f) Each school corporation shall submit its local compensation plan to the department. For a school year beginning after June 30, 2015, a local compensation plan must specify the range for teacher salaries. The department shall publish the local compensation plans on the department's Internet web site.

(g) The department shall report any noncompliance with this section to the state board.

(h) The state board shall take appropriate action to ensure compliance with this section.

(i) This chapter may not be construed to require or allow a school corporation to decrease the salary of any teacher below the salary the teacher was earning on or before July 1, 2015, if that decrease would be made solely to conform to the new compensation plan.

(j) After June 30, 2011, all rights, duties, or obligations established under IC 20-28-9-1 before its repeal are considered rights, duties, or obligations under this section.

